

NCO EVALUATION REPORT For use of this form, see AR 623-205; the proponent agency is DCSPER							SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E.			
PART I - ADMINISTRATIVE DATA										
a. NAME (Last, First, Middle Initial)				b. SSN		c. RANK		d. DATE OF RANK	e. PMOSC	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND								g. REASON FOR SUBMISSION		
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSC CODE	
FROM THRU										
YY MM	YY MM									
					1. Given to NCO 2. Forwarded to NCO		Date			
PART II - AUTHENTICATION										
a. NAME OF RATER (Last, First, Middle Initial)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT								DATE		
b. NAME OF SENIOR RATER (Last, First, Middle Initial)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT								DATE		
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).						SIGNATURE		DATE		
d. NAME OF REVIEWER (Last, First, Middle Initial)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT								DATE		
e. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)										
PART III - DUTY DESCRIPTION (Rater)										
a. PRINCIPAL DUTY TITLE						b. DUTY MOSC				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)										
d. AREAS OF SPECIAL EMPHASIS										
e. APPOINTED DUTIES										
f. Counseling dates from checklist/record				INITIAL		LATER		LATER		
PART IV - VALUES/NCO RESPONSIBILITIES (Rater)										
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)								YES	NO	
<div style="display: flex; align-items: center;"> <div style="margin-right: 20px;"> V A L U E S </div> <div> PERSONAL Commitment Competence Candor Courage ARMY ETHIC Loyalty Duty Selfless Service Integrity </div> </div>								1		
								2		
								3		
								4		
								5		
								6		
								7		
								Bullet comments		

+ RATED NCO'S NAME (Last, First, Middle Initial)		SSN	THRU DATE	+
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES				
Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.				
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <div style="display: flex; justify-content: space-between; font-size: x-small;"> <div> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input type="checkbox"/> </div> </div>				
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier <div style="display: flex; justify-content: space-between; font-size: x-small;"> <div> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input type="checkbox"/> </div> </div>		APFT		HEIGHT/WEIGHT
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <div style="display: flex; justify-content: space-between; font-size: x-small;"> <div> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input type="checkbox"/> </div> </div>				
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <div style="display: flex; justify-content: space-between; font-size: x-small;"> <div> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input type="checkbox"/> </div> </div>				
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equip./facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong <div style="display: flex; justify-content: space-between; font-size: x-small;"> <div> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div> NEEDS IMPROVEMENT <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input type="checkbox"/> </div> </div>				
PART V - OVERALL PERFORMANCE AND POTENTIAL				
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around; font-size: x-small;"> <div> AMONG THE BEST <input type="checkbox"/> </div> <div> FULLY CAPABLE <input type="checkbox"/> </div> <div> MARGINAL <input type="checkbox"/> </div> </div>		e. SENIOR RATER BULLET COMMENTS <div style="height: 100px;"></div>		
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. <div style="border-bottom: 1px solid black; height: 20px; margin-bottom: 5px;"></div> <div style="border-bottom: 1px solid black; height: 20px; margin-bottom: 5px;"></div> <div style="border-bottom: 1px solid black; height: 20px;"></div>				
c. SENIOR RATER. Overall performance		d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.		
<div style="display: flex; justify-content: space-around; font-size: x-small;"> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> </div> <div style="display: flex; justify-content: space-around; font-size: x-small;"> 1 Successful 2 3 4 Fair 5 Poor </div>		<div style="display: flex; justify-content: space-around; font-size: x-small;"> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> </div> <div style="display: flex; justify-content: space-around; font-size: x-small;"> 1 Superior 2 3 4 Fair 5 Poor </div>		
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